# Equal Rights

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SATURDAY
APRIL 14, 1934

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## Discuss Equal Nationality Campaign at Geneva

**Conference of National Woman's Party leaders with Lillian von Matsch, Acting Chairman of the Women's Consultative Committee on Nationality, created by the League of Nations, and member of the Committee on International Relations of the Woman's Party, at Alva Belmont House in Washington.**

**First row, left to right: Alice Paul, Florence Bayard Hilles, Mme. von Matsch, Franciska Berg of Norway, Maud Younger; standing, left to right: Mrs. Merritt O. Chance, Anita Pollitzer, Elise duPont, and Rebekah Greathouse.**

# Equal Rights

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OBJECT OF THE WOMAN'S PARTY

**The object of this organization shall be to secure for women complete equality with men under the law and in all human relationships.**

THE LUCRETIA MOTT AMENDMENT

**"Men and women shall have Equal Rights throughout the United States and every place subject to its jurisdiction."**

**"Congress shall have power to enforce this article by appropriate legislation."**

[Senate Joint Resolution Number 1]
[House Joint Resolution Number 1]

Introduced in the Senate March 10, 1933, by SENATOR JOHN G. TOWNSEND, Delaware.

Introduced in the House March 9, 1933, by REPRESENTATIVE LOUIS LUDLOW, Indiana.




## When Humans Wake

ONE of the most warping of human emotions is distrust. Yet it may well be called the prevailing passion.

It is not only governments that distrust each other, and many peoples who distrust their own governments, but half the world at the present time distrusts the other half. How can there be real confidence and trust between men and women as long as men continue to regard women as inferiors and insist on their being relegated to a lower status?

This condition exists everywhere. On our cover page is a picture of Madame Lillian von Matsch, a Viennese member of the Woman's Party, conferring with a group of leaders of the Party in Washington. Married women Government employees in Austria tremble for their jobs just as do our own women in Washington. The economic crisis is world-wide, and the masculine mind everywhere has hit upon the same remedy—the subjection of women.

As pointed out in a lovely poem in this issue, by Harriet Howe of San Francisco, a new contributor, men have never learned true "respect and reverence" (else, we might add, they would cease distrusting their mothers, wives and daughters); nor have women ever tasted "real responsibility of work and government."

The foundation stone of society is the home. If distrust reigns there, it must prevail throughout the body politic. To set governments in order we must therefore first set houses in order. Justice internationally through a World Court is unthinkable so long as injustice is a guest beside every hearth.

## Sign-Post for Parents

IN industry—witness the NRA codes and the minimum wage laws for women *only* which have been put into effect in a number of States—women are often paid less than men for the same work. But it is not alone the industrial woman who is so discriminated against. The same thing is true of women in business and the professions.

So much so that Dr. Anne Hendry Morrison of Bryn Mawr College, in a scholarly treatise on "Women and Their Careers," reviewed on page 85 of this issue, suggests that a woman may not, as a rule, hope for large rewards. Based on a distinguished piece of research involving the careers of about three hundred women, Dr. Morrison has come to the conclusion that "whatever path a woman chooses, her monetary achievement is to a certain extent predetermined by the fact that she is a woman."

Money, Dr. Morrison holds, "is a most unsatisfactory measure of attainment, yet monetary reward offers a convenient scale, and is the only definite, tangible and widely understood standard available." We agree with her and say furthermore that discrimination of any kind breeds contempt on the part of the discriminator for the one discriminated against. The satisfactions that come to women from work well done, from service, creative work, and opportunities for self-expression, as enumerated by Dr. Morrison, accrue to conscientious men in equal degree. It is necessary therefore for the good not only of the women, but for the race, that rewards for toil, whether mental or physical, shall be the same for the same quality of performance. It is bad, psychologically as well as materialistically, that modern society should be built upon a foundation which tolerates a huge injustice.

This is a problem whose solution lies with the women who have forged ahead in business and the professions, also with those among us whose ways of life have prevented the launching out into careers, but also—and perhaps in greatest measure—with parents. The self-supporting woman, even though willing, is often too busy to give sustained support to anything but her career; the same is often true of the home woman. They should not be criticized for this, because every woman who makes a success of her life or her work thereby also makes a very considerable contribution to the progress of women. But it is the particular job of parenthood to bring up boys and girls as equals, without prejudice, distributing favors with an even hand, irrespective of the sexes of the children.

The deepest lessons are those inculcated in childhood. Vice versa the hardest prejudices to eradicate are those allowed to form during early youth. If all the mothers and fathers of this generation who have seen the light bring up their children with strict impartiality so far as the latter being boys and girls are concerned, if every mother and father who believes in Equal Rights practices this principle unrelentingly toward sons and daughters, the time will come speedily when it will be hard to believe that being born a woman was once the severest handicap to ambition and achievement.

# An Immediate Responsibility

THE recent visit of prominent Democratic women to the White House to urge the President to prevent the blocking of the vote on the Equal Nationality Bill, H. R. 3673, has had its effect. On Friday, April 6, the Rules Committee voted *unanimously* to recommend that the House set aside a time for a vote on the Bill.

The date will be set by Speaker Henry T. Rainey, Joseph W. Burns, Democratic Floor Leader; and Representative William Bankhead, who was also appointed to report the recommendation to the House. All three have announced that the vote will be taken some time this week. Representative Samuel Dickstein of New York, Chairman of the Immigration Committee, will have charge of the allotting of time to the supporters of the Bill.

At the meeting of the Rules Committee, the resolution to give the rule on the subject was introduced by Representative John J. O'Connor of New York. Two members of the Immigration Committee, Representatives Everett M. Dirksen of Illinois, Republican, and Martin M. Dies of Texas, Democrat, appeared before the Rules Committee and spoke in favor of a rule.

The members of the Rules Committee are: Representatives William B. Bankhead, Alabama; John J. O'Connor, New York; Adolph J. Sabath, Illinois; Arthur H. Greenwood, Indiana; E. E. Cox, Georgia; William J. Driver, Arkansas; Howard W. Smith, Virginia; Harry C. Ransley, Pennsylvania; Joseph W. Martin, Jr., Massachusetts; Carl E. Mapes, Michigan; and Frederick R. Lehlbach, New Jersey.

Members of the National Woman's Party who attended the Rules Committee hearing were: Cornelia Hill and Mrs. George Morey, Maryland; Lucia Hadley, Colorado; Anita Pollitzer, South Carolina; Adela Godwin, Minnesota; Helen Hill Weed, Connecticut; Mrs. N. Bahar, Delaware; Anne Clement Rotter, Wisconsin; and Georgia Lloyd, Illinois.

At this critcal moment, the obstacles to the taking of the vote having been removed, it is necessary that all members of the Party concentrate as never before on the task of getting the Bill supported by their own individual Representatives in Congress. This applies also to Senators, since Senator Copeland introduced a bill identical with H. R. 3673 in the Senate on Thursday, April 5. Every member of the Party should consider it her immediate and personal responsibility to let her own Representatives and Senators know that she holds them responsible for the passage of this Bill. It would be too bad if, after such herculean efforts to bring this measure to a vote, it should fail at the last moment because of apathy in regard to its passage among our own members.

# H. R. 3673 Completes Intent of Cable Act

IN a memorandum prepared by her as a member of the deputation of Democratic Women which called at the White House, March 26, in support of the Equal Nationality Bill, H.R. 3673, Helena Hill Weed shows the successive efforts that have been made since the passage of the Cable Act in 1922 to secure the complete equality between men and women in regard to nationality which was intended but not quite achieved by that Act.

She writes:

"In 1922 the Cable Act, which was intended to give men and women equal nationality rights, was introduced into Congress. It was supported with unanimity by women all over the country, and became the law in that year. It was found not completely equal, however, and certain amendments were necessary to complete its intent.

"When it was first amended, in 1930, and again in 1931, the Nationality Division of the State Department informed us that they were then engaged in an intensive study of all our nationality laws and were preparing a general revision of those laws, and that they thought that further changes in the laws should be delayed until their study was completed. Congress nevertheless did enact equalizing amendments in 1930 and in 1931, in spite of the lack of cooperation of the State Department.

"In February, 1933, when we had secured, after long and arduous work, the concurrence of all the differing elements in Congress on the amendments necessary for completion of equality in nationality under existing laws, the State Department began its official opposition in the Congress to equalization of our present laws. A bill, practically identical with the present H.R. 3673, was on the unanimous consent calendar in the Senate when an official communication, sent by the State Department, was presented to the Senate asking that action on the bill be delayed until the State Department could present its plans for equalizing the nationality laws. The same reason was given then as is now advanced for indefinite delay — that further equalizing amendments should await the general revision of nationality laws then in the course of preparation. The Senate considered this request and rejected it as invalid, and passed the bill unanimously. Due, however, to congestion of legislation in the closing days of the Seventy-second Congress, it was not possible to get a conference report and the measure was lost for that Congress.

"A bill to equalize the nationality laws of the country was again introduced at the Special Session of the Seventy-third Congress, by Senator Copeland in the Senate and by Representative Dickstein in the House. This is the bill which is now known as H.R. 3673. Before its introduction it was taken to Miss Frances Perkins, Secretary of Labor, by two representatives of the Woman's Party. Miss Perkins expressed herself as in sympathy with the purpose of the bill and asked the women to consult with Mr. Crist of her Department concerning the details of the bill. Numerous consultations were held with Mr. Crist regarding the drafting of the bill and the bill (H.R. 3673), as finally introduced, incorporated all the changes made by Mr. Crist and was approved by him.

"When the House Committee was considering this bill in April, 1933, officials of the State Department appeared before the Committee (April 17, 1933) and asked that H.R. 3673 be buried in committee and that instead a Joint Committee be appointed with representatives of the Departments of State, Justice and Labor upon it, which would make an intensive study of all nationality laws and then report on this revision which, they said, should carry the equality principle in it. They strenuously opposed any further modification of the Cable Act until after that report was made. The Immigration Committee acceded to this demand of the State Department and, on April 25, 1933, adopted a resolution favoring the appointment of such a Joint Committee.

"Such opposition to this delay in the equalization of the nationality laws arose immediately that this action, recommending a Joint Committee, was rescinded without ever having been reported to the House. The President, however, later appointed such a Commission on his own responsibility, and this is the Commission which is trying to block action by the House at the present time.

"On May 11, 1933, the House Immigration Committee considered at length the request of the State Department for indefinite delay in completing the equalization of the nationality laws of the country. Every reason now offered for delay was presented to the Immigration Committee by the State Department at that time, but the Immigration Committee considered these reasons invalid and did report out the bill (H.R. 3673) on

May 11, 1933, with the recommendation that it be passed.

"Due to the fact that only emergency measures were acted upon in Special Session of present Congress this matter went over until the Regular Session, but in Femruary, 1934, the Chairman of the Immigration Committee made formal request of the Rules Committee for a rule setting the day for a vote in the House.

"The Rules Committee recently was ready to act favorably on this request of the Immigration Committee for a vote in the House when the State Department again stepped in and demanded that the measure be blocked in the Rules Committee, thus denying to the House its right to legislate on equal nationality at this session.

"The State Department advanced the same reasons for postponement that have been made to every effort in recent years to equalize our nationality laws, reasons which have heretofore been declared invalid by both the House and the Senate.

"The Secretary of State has assured us that when he signed the letter asking for indefinite delay, he was not aware that it was opposed by women or would be objectionable to them.

"The Attorney General has given us a written memorandum reading:

'OFFICE OF THE ATTORNEY GENERAL
'Department of Justice
'March 22, 1934.

'I talked to the Attorney General about the pending naturalization bill H.R. 3673. He tells me that he has not authorized any one to say that he desired the bill held up, and he has not made any affirmative recommendation on it one way or the other. He has no objections to the bill being considered by the House on its merits.

(Signed) 'UGO CARUSI,
'Executive Assistant to the Attorney General.'

"The pending bill removing all the remaining discriminations against women in our nationality laws has been officially urged by:

"The General Federation of Women's Clubs, National Federation of Business and Professional Women's Clubs, National Association of Women Lawyers, National Council of Jewish Women, National Woman's Party, National Zonta Clubs, National Association of Women Physicians, National Association of Women Real Estate Operators, Women's International League for Peace and Freedom, Southern Women's National Democratic Association, National Soroptimists, and by many smaller organizations of women, as well as by practically all the women leaders in the country.

"Women have never in the past, and do not now seek changes in nationality laws. They do not say that the present laws are good or bad, nor will they, as women, oppose any changes which the Commission may recommend after its work is completed. *They do demand the immediate equalization of the law as it stands.*

"The Immigration Committee of the House in its wisdom saw fit to make certain minor alterations in the nationality laws in H.R. 3673. If the State Department opposes these changes the proper place to state its position is on the floor of the House (since its officials could not carry their position in the Immigration Committee) where the bill would be subject to amendment, or in the Senate, if the bill passes the House in a form not acceptable to it.

"To ask women to wait for equality in nationality until the Commission has finally agreed upon its own proposals, and has carried those proposals through the two Houses of Congress, is grossly unjust. Such postponement would throw the whole principle of equality of nationality into the fight for changes in the law itself—a situation women wish to avoid.

"Another serious objection to postponement of equalization of our laws is that it would result in delay on ratification of the Equal Nationality Treaty, for if our own laws were unequal when the Treaty comes up for ratification that situation would be used as an argument for delay in ratification. Women fully understand the political implications in this.

"During the late American war women suffered terrible treatment in the warring countries as a result of our unequal nationality laws, a situation which would have been avoided had women enjoyed the same nationality rights men now have. H.R. 3673 will rectify that situation. With the world sitting on a powder keg it is unfair to ask women to wait indefinitely for an act of fundamental justice when such dangers exist.

"The officials of the State Department and Labor Department admit there is no possibility of securing a report from the Commission in time for action at this session of Congress. This means that women would have to wait at least another year for equal nationality rights. Women are not willing to wait. Justice delayed is justice denied. We insist that the Congress be permitted to exercise its constitutional right to legislate on this bill now.

"Never before has it been held that departmental opposition to a measure which the Congress, by an overwhelming majority, desired to act upon was a valid reason for denying to Congress the right to consider the measure. If Departmental opposition is a valid reason for denying to Congress the right to legislate, why allow Congress to act at all on measures that affect the administrative departments? Why not let each Secretary make the laws affecting his own department? The War Department has many times demanded certain appropriations as vitally necessary to the safety of the country, but the Congress has not always agreed with its position. This has never been regarded as an affront to the Secretary of War. If the Congress does not agree now with the position of the Administrative Departments on the matter of immediate equalization of existing nationality laws, it should be allowed to proceed as it sees fit.

"Practical unanimity has now, after 14 years of unremitting work, been secured on the method of equalization of the nationality laws, in H.R. 3673. No one knows how many years would be consumed in securing agreement to the proposals which the Inter Departmental Commission may make.

"Apart from the questions of the injustice to women involved in delay, apart from the question of broken faith that will arise if these obstructive tactics succeed, there is an important political question for the Democratic Administration involved.

"Every measure for equality in nationality has, so far, been

## "EQUAL RIGHTS"

By Harriet Howe,
San Francisco, California

**Sisters! In earnest little groups**
**You labor for the cause of "equal rights" with men.**
**It is a noble dream**
**That women should stand free and strong**
**Before the world.**

**But equality is not a gift**
**Nor can it be conferred.**
**You would not give a child**
**The power to manage his own life**
**Against the judgments of his parents**
**Before he earned his sustenance.**
**You would not grant a servile beggar**
**The right to sit in councils**
**Of the government.**

**When every woman earns her own supply,**
**Refusing every aid from man,**
**Owning her body and her soul inviolate—**
**When every woman scorns to use her subtle wiles**
**To win her jewels, furs and limousines—**
**When women cease to flaunt their sex**
**With plucked eyebrows, with crimsoned lips,**
**With painted finger-nails,**
**With naked backs and bosoms .... harem lures—**
**When women understand that all display**
**Of flesh is but an advertisement**
**Of goods exposed for sale to highest bidder—**
**(Else why is the exhibit?)**
**When all women join in solidarity**
**To be free people, free mothers, not "kept" women,**
**(Kept in legal bonds of "holy matrimony")**
**By earning every dollar that they use**
**By work that's paid in cash**
**Instead of .... paid in sophistry ....**
**Then, men will recognize equality**
**And will learn .... for the first time**
**Respect and reverence;**
**Thus, women then will share responsibility**
**Of work and government.**

**Then freedom, "equal rights,"**
**And even higher love**
**Than ever yet this world has known before**
**Will result as inevitably**
**As the law of gravitation**
**Lets the apple fall.**
**And a new civilization will dawn on earth.**

**It is a dream, a noble dream,**
**That only can be made real**
**When women wake.**

passed by a Republican Administration.

"Every obstacle that has been put in the way of women in their struggle for equality in nationality has been set up during the present Democratic Administration.

"Women know this. Every Congressman and Senator running for election this year knows this. It is poor political strategy for the Administration to go into the coming campaign with an adverse record on a matter so deeply felt by women voters—and it is wholly unnecessary.

"The Democratic leaders in Congress are anxious to keep faith with women, but they will be prevented from so doing if this attempt to block legislation is allowed to succeed and Congress is denied its right to legislate on this issue.

"Democratic women call upon the responsible leaders of the Administration to see that this adverse action cease, and that H.R. 3673 be permitted consideration in Congress on its merits."

# "Women and Their Careers"

"The findings in regard to earnings suggest, however, that whatever path a woman chooses, her monetary achievement is to a certain extent predetermined by the fact that she is a woman. She may not, as a rule, hope for large rewards. If, however, her interest is in her work rather than in the remuneration that attends it, and if she can find satisfaction in a piece of work well done, the situation is hopeful. Under present conditions monetary reward is precarious at best, but the satisfactions that come from service, from creative work, and from opportunity for self-expression point to a goal which many women may find worthy of pursuit."

THREE hundred and six women engaged in business and the professions furnished the material for "Women and Their Careers," by Dr. Anne Hendry Morrison of Bryn Mawr College, of which the above are the closing sentences. The study was made under the auspices of the National Federation of Business and Professional Women's Clubs, Inc., and won for its author the Susan B. Anthony Memorial Prize in 1932, a prize granted every two years to the graduate student of Bryn Mawr College who has prepared the best study dealing with the "industrial, social, economic or political position of women."

Of special interest is the fact that "the age factor was stressed" so that the study includes the experiences of women ranging from 30 to 72 years of age, seven having passed their sixty-fifth birthday, and well over one-half having passed the forty-fifth milestone, the median age being 46.39 years. The information obtained therefore deals not only with conditions affecting women workers during and since the World War, the period that saw the greatest influx of women into business and the professions, but also with those pertaining to women who preferred self-support to independence in the years before the War. In other words, as the author points out, her survey is one dealing with a "transitional stage in women's occupational progress," a fact from which a number of interesting and rather hopeful observations and inferences may be made.

It is pointed out, for instance, that "many of the histories reveal that those who have attained the larger measure of success have done so in curious and indirect ways with the expenditure of tremendous effort and persistence." One wonders, in reading that sentence, whether a similar survey made of the histories of as many men would show as much indirection of purpose in the years preliminary to the actual shaping of careers. Probably not, inasmuch as the boy and the man have been traditionally committed to self-support and, through environment and the direction of their elders, have had their courses mapped out for them early in life. The girl, on the other hand, of thirty, forty, or fifty years ago, who was seeking a career very likely found little encouragement if not positive opposition on the part of parents and members of her immediate social circle. There were instances without number where parents who were willing to pay tuition to send a son to the law or medical school denied that advantage to a daughter. The girl who refused to be daunted by such antagonism would in such cases have to earn her tuition, perhaps in an office or perhaps by teaching—such occupations being regarded as less unsuited to women than the law, medicine or the ministry.

Dr. Morrison is so impressed with this apparent fortuitiousness in many instances in the development of careers for women that she feels "impelled to advise all women, whether or not they are employed or expect to be employed, to seek a hobby or an avocation which is congenial and sufficiently exciting to impel them to work at it for its own sake. For many members of this group an early interest has unexpectedly developed into a means of livelihood. A woman who loved to care for the sick in her own family is now engaged in a type of therapy nursing at which she earns $4000 a year. Another who found recreation in raising flowers and working in her garden, has become a landscape gardener. A woman who made excellent fruit cakes, encouraged by casual comment, has developed her talent into a business of large proportions."

Ninety-five or somewhat less than one-third of the women whose cases were considered had been married. In most instances in the cases studied, Dr. Morrison found that marriage "served to delay or interrupt the economic life"; but this she apparently considers a passing phase —"a situation which will probably be less inevitable in the future than it has been in the past."

Varied as are the types of enterprise which may be undertaken by a comparatively small group of women such as that which furnished the basis for Dr. Morrison's study, the earnings show the same wide diversity, ranging from $750 to $30,000. She found the median for the entire group to be $2,528.57, also that "professional workers tend to exceed in earning power those engaged in business."

"Among the professional group," she says, "the highest median earnings are those of women in health work; the lowest those of personnel and social workers. Among the business women, production and exchange is the best-paid, and clerical work the most poorly paid occupation."

In the group that was studied were women who went to work before finishing grammar school and, on the other end of the scale, those who had won both academic and technical degrees, but Dr. Morrison found that "the relation between earnings and education is not at all obvious when the group is considered as a whole, although in each separate division significant relationships appear. Several women of comparatively little education," she states, "rank very high in earning power. In every case, however, they are in independent activities."

In view of the widespread feeling among self-supporting women that the passing of the years weakens their hold on economic independence, since employers presumably prefer the charm of youth, at least where women employees are concerned, it is refreshing to find evidence in Dr. Morrison's findings which negatives that assumption:

"That age does not guarantee earning power goes without saying . . . both high and low salaries are reported by women of every age. . . It seems significant that, compared with their number, a larger proportion of the older women earn the higher amounts, and that the proportion earning the highest sums increases markedly with age."

In addition to the summarized statements as to the findings in relation to

the group as an entirety as well as those applying to women in separate businesses and professions, the treatise provides interesting details in regard to individual "cases." It is, in fact, declared to be essentially a case presentation. Those who are looking for a "Durchschnitt," an accurate picture of woman's place in the economic cosmos of this section of the world will find "Women and Their Careers" a highly informative and absorbing text.

# "Equality, Equality and Equality!"

BASICALLY, the chief reason for the antagonism felt by men toward the woman who earns is fear, thinks Winifred Holtby, distinguished English novelist, whose article, entitled "Fear and the Woman Who Earns," appeared recently in the *News-Chronicle* of London.

The article was inspired by the mass demonstration of women's organizations held March 5 in the Central Hall, Westminster, London, to uphold the claim of "Equal Pay for Equal Work."

"It is typical of our muddle-headed world," Miss Holtby writes, "that the protest should have been left to women, for the real injustices of inequality affect men just as much.

"Not long ago when the *News Chronicle* published its series of articles on the woman secretary, one correspondent angrily replied: 'Yes. Better pay and smart clothes for the girl typist. Unemployment and patched pants for men.'

"It would be foolish to deny that undercurrent of fear, resentment and antagonism running through current comment upon the position of the woman wage-earner. 'Pin-money girls,' 'two incomes for one family,' 'married women taking men's jobs instead of letting their husbands keep them'—these are the targets for protest, and not only from men.

"Their fiercest critics are often the wives of men who live in hourly fear of unemployment; mothers of beloved children whom they dream of in nightmares as suffering under the hardships of the Means Test and 2s. a week allowance; daughters of professional men battling to 'keep up appearances' on dwindling incomes.

"This opposition is not confined to private opinion. In some countries it has given rise to a definite public policy of trying to remove women from the general labor market, wherever she comes into competition with men.

"In this country we have had individual employers saying that they would like to replace all women in industry by men.

"Local authorities have inserted the thin end of the wedge by refusing to employ married women; but at the moment, taking it by and large, it is easier for a woman to obtain employment—of a kind—in England than for a man.

"In Germany up till last year this was also true. But Hitler began his drive 'back to the kitchen.' Wherever possible, women in administrative positions have been replaced by men. In certain factories women are 'invited' to hand over their jobs to their fathers or husbands, or to sweethearts whom they can then marry, claiming the government marriage-loan.

"Last October one woman, Alice Rilke, courageously suggested in the *'Voelkische Beobachter'* that: 'A woman without private means and without work is also one of the unemployed and a charge on the public. To turn away a woman who has to find work and to replace her by a man is not the creation of work.' But her protest had little effect.

"In Germany this drive against the industrial and professional employment of women is justified as a recognition of the importance of her maternal functions and real domestic interests; but that is not the true reason.

"Wherever there exist two sections of a community, one of which is for some extraneous reason paid at lower rates than the other for equal work, the same antagonism, the same fear, the same campaign for prohibitions exists.

"It is perfectly understandable. The blackleg—for whatever reasons—remains a danger to society.

"It is true that today women are often used to undercut men's wages—just as in South Africa negroes have been used to undercut white employees.

"In spite of government promises of equality civil servants are still paid at differing rates. The general grade of clerkships start at the rates of 30s. a week for men and 24s. for women. The Burnham Scale for teachers stands at the proportions of five-fifths for men to four-fifths for women.

"Except in certain professions, such as medicine and the stage, where women have fought for and secured equality, in most cases, at least of monetary payment, private employers have followed the government's example.

"The effect of this upon the men is to arouse justifiable suspicion, fear and sometimes something worse.

"In actual fact women 'blackleg' little enough. They are still by custom or trade union regulation excluded from many ranks of better paid labor—as the negro workers are segregated in South African industry by the operation of the Color Bar.

"But the fear is there; the cases of hardship have occurred; the sense of a reservoir of low-paid labor waiting to overflow and swallow all the jobs keeps men awake at nights.

"And few emotions are so destructive of the happiness of communities as fear.

"It breeds injustice; it breeds antipathy; it prevents the candor of good comradeship.

"But the effects upon the women are no better. Conscious that they are paid less, they feel their work to be less important. That reduces their incentive to undertake long or arduous training; it reduces the incentive of their parents to encourage or permit such preparation. Actually, therefore, some girls become less efficient, and being less efficient than they might be, lose interest in their work and respect for themselves.

"It is notable that low payment of itself diminishes the prospects of efficiency.

"Few causes contribute more effectively to the traditional 'feminine' disabilities of weaker muscles and nervous instability than the anæmia and fragility following malnutrition. The world marvelled at the strength and eagerness of war-time munition workers—fed and paid as industrial women workers had rarely been fed and paid before; but it did not always connect these two facts.

" 'The degradation of woman and womanly labor,' the psychologist Adler wrote, 'is further indicated by the fact that women are paid less than men, regardless of whether their work is of equal value . . . . so long as we cannot guarantee every woman an absolute equality with man we cannot demand her complete reconciliation with life, with the fact of our civilization and the forms of our social life.'

"That is going far; but does it go too far? Looking round on a world where resentment and suspicion so often exist when there should be only mutual respect and understanding, where antagonism too often replaces co-operation, and where a hot emotion of anger overcomes the men who see girl typists crowding city buses, while the girls resent what they feel to be masculine patronage and jealousy, can we deny that the Austrian psychologist has some claim to be heard?

"It was a woman, Josephine Butler, whose main concern was not with economics but with the sanity and kindliness of the relationships between the sexes, who replied once to a questioner:

" 'You ask me what I think the most important thing to place before the electors. I think the most important thing is the principle of equality, equality and equality'."

# Press Comment

**Schoolmasters Scared at Inroads of Women**

*New York Times, April 1, 1934.*

LONDON, March 31.—The public schools of the United States with their women teachers were held up as a horrible example today at the annual conference of the National Association of Schoolmasters.

"We are at war to defend our British boys from what Keyserling describes as the infantilism of the American male," declared President H. Gordon.

"We give the infants' and girls' departments as of right to the women teachers. We demand equally as of right all boys from the infants' stage onward as the province of the man teacher.

"The best boys I know are not 'the little dears' mentioned by the headmistress of one mixed school in London the other day, but 'the little devils' who long to be taken out of the woman's class, as every right-thinking woman knows they do, and put with a man."

**Merit Alone Should Count**

*Fort Worth Press, Fort Worth, Texas, March 24, 1934.*

AUSTIN, March 23 (U. P.)—State Senator Margie Neal, Carthage, here today declared for equal representation for men and women on the State Democratic Executive Committee.

She was the first woman to serve on the executive committee and is the only woman who has served in the Texas Senate.

Senator Neal distinguished between requiring an equal number of men and women in the State Senate and House, and on a party committee, and admitted changing her former attitude.

"My previous opinion," she said, "was that sex has no place in politics; that women seeking public office or holding public office, should do so not as women, but as citizens, and should rise or fall on their merits or demerits. I still hold to that view.

"As to party matters, however, I now contend that the constitutional provision giving women Equal Rights with men did not stop at the ballot box, but was meant to extend through the various ramifications of party machinery and party affairs. . . .

"The proposition now presented is to increase the number of the State Democratic Executive Committeemen from 31 to 62, an equal number for both sexes. To be sure, the number is unwieldy, but the Legislature no doubt at its next session would decrease the size of the committee, but still allow equal representation.

"Somehow there is bound up in this the wraith of the 'forgotten woman'."

Recalling 1932 when she was co-director for Texas in the National Democratic campaign, Miss Neal said: "I had many women working with me whose party loyalty was unimpeachable, and whose service was valuable and indispensable. They are deserving of some consideration. President Roosevelt has demonstrated his appreciation for and faith in women in numerous appointments of great significance."

**Women Want "Real" Equality**

*Fort Worth Press, March 24, 1934.*

REGARDLESS of what action the Democratic Executive Committee takes today on the proposal to include in its membership a man and woman from each Senatorial district—this is a reform that is ultimately bound to come.

Politics are seen in the move by some. Others point out that the law now stands in the way because it sets a limit of 31 for membership on the State committee—one from each Senatorial district. These objections may be held valid for the time being, but they should not permanently stand in the way of the reform.

Male politicians of Texas do a lot of boasting about women's position of equality in the State. Women leaders say that there is more boasting than there is equality. They are tired, and have been for a long time, of the kind of male partnership which hands them a little privilege here and there, and then seeks women's votes on the strength of it.

Nowhere is woman's position in Texas illustrated more vividly than in the case of the Democratic Executive Committee. The Democratic Party runs the State. The Executive Committee is the party's governing body. If a woman is admitted to its sacred precincts, it is more or less of an accident.

As Senator Margie Neal points out, equality is a meaningless term unless it goes all down the line. Women may well watch with interest and profit what happens.

**Matrimonial Loans Versus Jobs For Women**

*Associated Press, March 21, 1934.*

MUNICH, GERMANY.—The aid of loan-granting Cupid was enlisted today by Chancellor Adolf Hitler in carrying out a billion-mark anti-unemployment campaign.

Twenty-one words in his address announcing a labor program, including the construction of highways, land reclamation, and the building of ships and houses, made the hearts of marriageable frauleins beat faster as they envisaged wedding bells ringing for them.

Said the bachelor leader of Nazi Germany: "In order to enable 200,000 more to enter upon matrimony some 150,000,000 marks (about $60,000,000) will be set aside as matrimonial loans."

The provision was made, however, that the bride-to-be has been engaged in a gainful occupation at least six months prior to the contemplated marriage and that she promises not to resume gainful employment as long as her future husband's earnings exceed 125 marks (about $50) a month.

**Women Forced to "Make Way For Men"**

*New York World-Telegram, March 30, 1934.*

A DECIDED trend toward forcing women, particularly married women, out of jobs to make way for men is hampering the woman's movement in Europe, Miss Dorothy A. Heneker said today on her arrival aboard the Bremen.

Miss Heneker is executive director at Geneva of the International Federation of Business and Professional Women, which represents 80,000 women in twenty-two countries.

She believes, however, there has been a slight moderation in the job policy in Germany. In Italy, she observed, vocational centers were being created for women. Catholic women in Czechoslovakia, on the other hand, have petitioned the Government to ban married women from official and other jobs.

**Wisconsin Names Woman Teacher Mayor**

*Associated Press, April 4, 1934.*

BEAVER DAM, WIS.—At one time or another hundreds of Beaver Dam citizens have learned long division and the mysteries of least common denominator from Miss Mary Spellman, more than half a century a school teacher.

Yesterday the boys and girls whom she instructed got together and elected the little Irish teacher Mayor. They moved her from class room to City Hall with a rousing two to one majority over the Socialist incumbent, Rae Weaver.

Today Miss Spellman was still excited by remembrance of the bonfires and the Roman candles with which her victory was celebrated last night, at which time some of the "boys" kissed her.

"Imagine, at my age, being at the business of a snake dance!" she exclaimed.

But precisely what that age was Miss Spellman did not choose to tell. "About 70 wouldn't be a bad guess," she conceded.

She has been a teacher in Beaver Dam schools 49 years, and for two years she taught in rural schools near here.

# News from the Field

### Mrs. Colvin Honor Guest

SARAH T. COLVIN, National Chairman of the Woman's Party, will be the guest of honor and speaker at the annual meeting, May 8, of the Maryland Branch of the Party.

Mrs. Colvin, whose home is in St. Paul, Minnesota, is planning to spend some time at the National Headquarters in Washington in May, the visit to Baltimore to attend the Maryland Branch Convention being included in her plans.

The convention sessions will be held at the Woman's City Club in Baltimore, closing with a dinner at the Baltimore Country Club. Edith Houghton Hooker, president of the Maryland Branch, will preside at the business sessions, and Helen Elizabeth Brown, an outstanding Baltimore attorney, will introduce the speakers at the dinner.

### The National Woman's Party Crosses the Equator

ON March 5, the passengers on the S. S. *Carinthia,* while crossing the equator during the Raymond-Whitcomb West Indies and South American Cruise, were treated to an address on the National Woman's Party. Mary Winsor was requested to speak at the Travel Forum, which was held every morning. The main lounge where these travel lectures were held was crowded to capacity.

Like all Gaul, Miss Winsor's talk was divided into three parts, one telling the story of the Pan American Commission of Women and Doris Stevens' efforts and triumph at Montevideo; the second was devoted to the legal status of women in the United States. Among other interesting points Miss Winsor made clear the sad fact that mothers have not attained to equal guardianship of children in many States. Even the animal kingdom has sense enough to leave the children under the protection of the mother, and the speaker recommended that family life in America be raised to the level of the jungle. Lastly, the economic status of women was explained and the shocking, world-wide attempts to drive women out of business and industry, relegating them to homes which in many cases they do not possess.

Leaflets and copies of EQUAL RIGHTS were given out and much interest aroused.

### Observe "Pan American Day"

"THE Significance of the Montevideo Conference" was the subject of a speech by Concha Romero James of Mexico at a meeting last Thursday night at the Homewood Friends Meeting House in Baltimore. Mrs. James is a research assistant of the Pan American Union and has recently returned from Montevideo.

Dr. Mary W. Williams, Professor of Latin American History at Goucher College, Chairman of the Legislative Committee of the Maryland Branch of the Women's International League for Peace and Freedom, and a Woman's Party leader, presided. The meeting was held under the auspices of the Maryland Branch of the Women's International League for Peace and Freedom.

### Justice Mourns a Friend

ON March 25, occurred the death of Joseph P. Riordan, a sincere friend of the Feminist movement. Up to a few years before his death he had been Mayor of Harrison, New Jersey, for twenty years.

During the campaign for the suffrage amendment to the Constitution he called a meeting in the Harrison Town Hall and made a speech in favor of votes for women. Such an act indicated a very progressive attitude on his part because at that time the sentiment of the town of Harrison, and of the State of New Jersey, was overwhelmingly against woman suffrage.

He signed the Catholic Men's petition for equal nationality rights for women, which was presented to the League of Nations Assembly in September, 1932. After writing his name, he said, "I am sorry you are asking me to do so little for such a worthy cause."

During his whole political career he showed himself to be an honorable citizen —the kind of man whom Feminists are proud to number among the supporters of their cause.

He was buried from Holy Cross Church, Harrison, on March 28. The large church was filled with friends and admirers, desirous to pay to him their tribute of esteem for his upright life and many deeds of charity.

### Philadelphia to Celebrate Anniversary

AFTER a year of phenomenal progress and accomplishment, the Philadelphia City Branch of the National Woman's Party will holds its "first birthday dinner" following the re-organization of the Branch a year ago.

The dinner will be held at the Women's City Club, 1622 Locust street, Philadelphia, Thursday, April 26, at 6.30 P. M., and the speakers will include, among others, Florence Bayard Hilles, Vice-Chairman of the Woman's Party, and Edith Houghton Hooker, Chairman of the Maryland Branch.

Sara B. Cummings is president of the Philadelphia Branch. Under her splendid leadership the fires of Equal Rights have been kept brightly burning not only in Philadelphia, but also in Delaware County, Pennsylvania, and in the State capital at Harrisburg, where a Branch of the Party has just been organized.

### Poets' Council Meeting

By Myrtle R. Patterson, Chairman

"THE Allied Arts and Giving Beauty Back to the American People," was the subject of Gutzon Borglum, guest speaker of the Poets' Council at its last meeting, on March 20, at Alva Belmont House, Woman's Party Headquarters in Washington. Mr. Borglum, internationally famous sculptor, who is completing his Mount Rushmore National Memorial, the genius of America as immortalized by the hand of an artist, is an intense believer in our country's opportunity for complete cultural development, and urged every individual to express what is in one's heart rather than just the mind to escape the material world which now seems so prevalent.

The guest musician, A. Nimmerrichter, formerly of the Royal Academy of Music of Vienna, now a concert director and instructor in violin, added immeasurably to the charm of the evening with a special group of violin selections. Mrs. Nimmerrichter, a graduate of the Royal Academy in piano, accompanied him.

Honorable A. H. Carmichael and Mrs. Frank Tompkins of Tuscumbia, Alabama, were the guests of honor. Congressman Carmichael was called upon for a special greeting, whose enthusiastic encouragement to our poets was warmly received.

May the dreams of our poets, in the material whirl of our machine age, evoke a symphony out of the silence, a poem of destiny that will harmonize the needs of all humanity, for free is the stuff of the universe, and woman, a part of the great scheme of the Universal Cosmos, must know and enjoy complete freedom and equality in all things.

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